

**Agriculture Union
National Council Meeting
April 22-25, 2015**

**Delta Québec
Québec, Québec**

MINUTES

In Attendance:

National Executive Bob Kingston, National President (Chair) Fabian Murphy, 1 st NEVP Rick Cormier, 2 nd NEVP Milton Dyck, 3 rd NEVP Barbara Kristjansson, 4 th NEVP	National Council Sarah Leonard, RVP Eastern Atlantic Don Bouchard, RVP Western Atlantic Jacquelin Carrier, RVP Eastern Quebec Mariette Beaudet, RVP Western Quebec Pat St-Georges, RVP National Capital Region Eryn Butterfield, RVP Manitoba, Northwestern Ontario and Nunavut Karen Zoller, RVP Saskatchewan Randy Olynyk, RVP Northern Alberta & NWT Sherry Hunt, RVP Southern Alberta Dean Babuin, RVP Eastern British Columbia Teri Friday, RVP Western British Columbia and Yukon Marlene O'Neil, National Director Human Rights
National Council Alternates Richard Hilson, Alternate RVP Southern Ontario	Staff Larry Budge, Administrative Officer Nathalie Cale, Administrative Assistant and Recording Secretary Sylvie Rochon, Labour Relations Officer (April 22 and 23) Elaine Massie, Labour Relations Officer (April 22 and 23)
	Guests (April 24 only) Robyn Benson, PSAC National President Yves Ducharme, Past AGR National President and AGR Life Member Pierre Drolet, Retired AGR Member Denis Sicard, Retired AGR Member Raphaël Tarasco, Retired AGR Member Jean Cloutier, Alternate RVP Eastern QC

Day 1 – April 22, 2015

1. Call to Order

The meeting was called to order at 9:10 a.m. by Bob Kingston, National President.

2. Opening Remarks – Committee Assignments

B. Kingston greeted everyone and advised the Council that it had been and would be an interesting couple of weeks. He reported being busy with media interviews in regards to food safety and the lack of inspectors. Furthermore, he stated that J. Carrier and R. Cormier had also been busy giving interviews. He added that in his 35 years of service, he had never been so disappointed with the senior leadership at CFIA.

He informed the Council members that the federal budget was announced yesterday and there didn't seem to be any relief in sight. He advised that times were going to be tough and the government would still be freezing budgets and there wouldn't be any freeing of money for contractual agreements.

3. Adoption of agenda

Addition/Changes:

Addition under item 5 – December 2014 and February 2015 Council Conference Call minutes to be added to the November 2014 Council Minutes for approval – P. St-Georges. B. Kingston stated that this was an oversight on our part and the November Council minutes and the Conference Call Minutes would be voted on separately.

Addition under item 9 – CFIA Updates – Compliance Verification Systems (CVS) Program– J. Carrier

M/S/C S. Hunt/K. Zoller that the amended agenda be adopted
– by show of hands

4. Hours of Session

The following hours of session were adopted unanimously.

M/S/C R. Olynyk/M. O'Neil – by show of hands

Day 1
9:00 a.m. to 12:00 p.m. Business agenda
1:30 p.m. to 4:30 p.m. Business agenda

Day 2
9:00 a.m. to 12:00 p.m. Business agenda
1:30 p.m. to 4:30 p.m. Business agenda

Day 3
9:00 a.m. to 12:00 p.m. Standing Committee Meetings
1:30 p.m. to 5:00 p.m. Standing Committee Meetings

Day 4
9:00 a.m. to 12:00 p.m. Business agenda
1:30 p.m. to 4:30 p.m. Business agenda

5. Approval of November 19, 20 and 21, 2014, Council Minutes & the December 2014 and February 2015, Conference Call Minutes

The following changes were noted to the November Council Minutes by P. St-Georges:

In Attendance: Pat St-Georges (Absent November 19 and 20)

Page 5 – #13 - Employer Updates – CFIA: “managers were talking to other managers”

Page 7 - #8 – National Office AAFC not CFIA

M/S/C R. Cormier/P. St-Georges to approve the amended Council Minutes from November 19, 20 & 21, 2014.

- **Recorded Vote #1 – unanimous**

The Conference Calls minutes were distributed by email to Council Members on Thursday, April 23rd and approved on Friday, April 24th when the Council reconvened. These minutes will be added to the November 2014 Minutes.

M/S/C K. Zoller/D. Bouchard to adopt and add the minutes from the Conference calls to the November 2014 minutes.

- **Recorded Vote #6 – unanimous**

6. Business Arising out of Previous Minutes – Tracking Report

#1 – Paid Prep Time

B. Kingston reported that the employer's understanding was completely different from what was mentioned at the table. The employer requested a list of plants where this was a problem. He advised that the person responsible for the file was off. B. Kingston stated that he would speak to the employer to get this up and running again. R. MacDonald, J. Carrier, B. Kristjansson and R. Cormier will be part of this committee.

#2 – CFIA – Timeline for Training for Duty to Accommodate

B. Kingston advised the Council that he attended three UMCCs (National, OPS and HR) and that this item was on the agenda for the NUMCC. He reported that the Joint Learning Program (JLP) thought they were supposed to start the training but they hadn't heard from CFIA. Furthermore, he advised that CFIA had been told several times that they could access the JLP training on two conditions that CFIA must respect the JLP and that JLP be given the credit for the training. B. Kingston informed the Council that he would be meeting in early May with Lina Johansson (PIPS) and S. Baker to discuss this item.

K. Zoller reported that she was told at the Local UMC not to add this item to the agenda because it was added to the CFIA policy. B. Kingston responded that there wasn't a policy on this item and that CFIA had no expertise on this matter. He added that it was good for our members to be aware that this is a constant battle with CFIA until they get trained.

M. Beaudet reported that at their recent Quebec Regional Seminar the members had requested duty to accommodate training. A three-hour training was provided by the PSAC Quebec Regional office, not the JLP, but it helped to prepare the local executives on the employer's obligations and gave them an idea of the JLP training.

#3 – Harassment Training

B. Kingston reported that this was an ongoing struggle and that he would be following-up with G. Etienne. He stated that there was some discussion about the blended approach of the harassment training and the fact that it hadn't been discussed with the union.

B. Kingston advised that the Federal Court decision (PSAC vs CFIA) that came out in our favour was being appealed by CFIA and that we were waiting for a court date. In the meantime, he advised the Council that the law is the decision that took place in the courts.

M. O'Neil advised the Council that last week there was a co-presentation on harassment awareness training. She was reluctant to participate unless the training was reviewed by the National Office and/or the Health & Safety Committees. R. Cormier advised that this would be brought up at the next NOSH meeting scheduled in May.

B. Kingston explained that this training was a joint program and the employer could not change the contents of the training. The PSAC would be responsible to make the changes. M. O'Neil stated that there was a push to have PIPS to co-deliver this training. She asked if we were to include PIPS as co-facilitators as the MOU was with the PSAC? B. Kingston advised that this was a collaborative situation with PIPS and that they should be involved and our members should be acknowledged as being the lead. He informed Council that he would get the names of the leads for this training.

#4 – Classification Reform CFIA

M. O'Neil reported that this was on her list of things to do and that she had obtained archived information from emails and archives files at the national office. She added that she had a discussion with CFIA specifically on old grievances and that there were approximately 700 pay equity grievances that were being held in abeyance.

#5 – EE Meetings

B. Kristjansson reported that she attended the Diversity Committee meetings in M. O'Neil's absence. She advised that the committee members were going back to their respective groups trying to engage union members and there were some good ideas at the national level.

M. O'Neil informed the Council that they were making sure that people were being selected for union seats at HR and EE committees. She stated that it was important to ensure that we have members on the committees. Furthermore, she advised that one of the priorities for the committee would be to set up a list of member representatives by committee and by area, that way we would be informed of who sits on what committee. She added that she would be looking into producing a report for Council to see what direction the union should take to get the program up and running.

B. Kingston advised the Council that this was a collaborative partnership with the employer (collaborative partner = equal say). He stated to please advise the National Office if you know of anyone doing outrageous things on these committees. F. Murphy added that TBS mandated all departments for EE. He added that the committees should be collaborative and each committee was required to have a union representative member.

M. Dyck reported that CFIA took two thirds of the budget for these committees for EAP. It seems they thought it was grouped in with EAP. He reported that AAFC were conducting the meetings, but they were having trouble recruiting people. He added that AAFC would be having another meeting with union management equity groups in May. B. Kingston advised the Council that he would raise the issue of the budget set aside for the EE groups at the next meeting with CFIA.

#6 – Competent People

F. Murphy advised Council that he received an updated list from CFIA of people who attended the three course CCOHS training online. It consisted of union employees and CFIA managers that would be matched up to deliver the training at CFIA. He advised that the list was not all encompassing and the people on the list could be used for internal investigations within CFIA. He reported that the list would be posted on the Agriculture Website and in the H&S Newsletter that M. Dyck would be producing soon. P. St-Georges informed the Council that he knew of someone who was on that list and should not be. B. Kingston advised the members to please notify the National Office if a name should not be on the list. Furthermore, he advised that a name should not be removed from the list without first consulting with the National Office.

#7 – Local RVP Reports

B. Kingston informed Council that the purpose for these reports was two-fold. The first was for the RVPs to be informed on what was happening within their locals and the second was to have the RVPs communicate with their locals. He added that the RVP fills out the form while speaking to the locals and sends it in to the National Office in advance of the Council meetings. He stated that this also offers the Local an opportunity to speak to their RVP and to possibly have agenda items added to the next Council meeting. Furthermore, if a RVP was made aware of a Local having issues, the RVP could make recommendations to the National Executive (i.e. as per the bylaws, the National Executive could make decisions of merging a Local with another Local).

#8 – ATIP Requests

B. Kingston reported that the employers were refusing to divulge the information and that the PSAC legal services did not think that we could challenge this. F. Murphy added that the National Office received the information with only the numbers appearing not the names or the amounts every manager received.

The Council members discussed the importance of having the dollar figures at the bargaining table as the employer stated there wasn't any money. The members of the Council decided to continue putting out the ATIP requests for CFIA and AAFC. M. O'Neil offered to assist F. Murphy with the proposal and the wording for the ATIP requests and should the information received be once again

blacked out, we would file a complaint with the Privacy Commissioner. F. Murphy advised that once the ATIP information was received, it would be distributed to Council.

#9 – LAT 02's – DND (excluded positions)

F. Murphy advised that we were trying to get the LAT 02's back in the bargaining unit. E. Massie prepared a request to the employer and would be having a call with the employer next week. The request was submitted and the employer was open to listening to our position. F. Murphy reported that this file was ongoing.

#10 – Loss of Salary for Local Members Attending Local Meetings

An email was sent out on April 16, 2015, to the Locals on the procedure to follow. L. Budge advised that the administrative services to the Locals would be provided by the National Office. This item has been completed.

#11 – Employer Updates – CFIA

B. Kingston advised that CFIA had agreed to meet with us and that we would be following up with G. Etienne.

#12 – Roles and Responsibilities of RVPs (Handbook)

R. Cormier reported that the Bylaws and Regulations Committee revised the manual and made the revisions. The document was in translation and would be distributed to Council.

#13 – Life Membership

R. Cormier reported that the Bylaws and Regulations Committee corresponded by email and established a process to nominate a member for life membership. A Life Membership form was created and the form will be distributed to Council.

7. Finance Committee

See later in this report.

8. National Office Staff

F. Murphy reported that N. Milosevic was off on sick leave until April 8th which was then extended until May 6th. He advised that the office had exhausted the list of people to call in for short term assignments; therefore, the National Office would be soliciting another anticipatory staffing for the position to create another list for short term assignments. He added that the National Office would be sending out an expression of interest to try to staff a position for three months in order to catch up on the grievance files. He advised that the National Office

would not be paying for relocation. P. St-Georges added that he worked in the office full-time for three months and stated it was rewarding and challenging. F. Murphy thanked E. Massie and S. Rochon for their flexibility in helping while N. Milosevic was away.

Grievance Report - M. Beaudet inquired on how the progress was going for the creation of grievance reports. She stated that these reports were important because she was often asked by locals on the progress of their grievances. F. Murphy advised the Council that N. Cale was working on getting the information manually imported in the grievance database and that this was an ongoing process.

Backlog of grievances at the National Office - M. O'Neil suggested that the grievance report should be reviewed by the Executive and that the backlog should be fast tracked. She suggested that the RVPs help in order to clear approximately 75% of the backlog and give a more reasonable workload to the Labour Relations Officers. B. Kingston responded that he was taking the comments into consideration but that this was bargaining unit work and we couldn't just bring in people to do the work. He also advised that the grievances were dealt with as a first in, first out order and that the National Office would be clearing some of the backlog in the near future. P. St-Georges suggested that Council should have a discussion on the possibility of bringing in another Labour Relations Officer and/or the Finance Committee should review this as an option. B. Kingston responded that in the next year and a half the backlog would be reduced.

EG grievances - F. Murphy informed Council that P. St-Georges was still finalizing nine or ten grievances on a part-time basis.

9. Employer Updates

CGC

B. Kingston reported that this employer was becoming an employer of choice and communication with them was easy. He stated that they have people high up in the organization that want to see it succeed. He reported that this employer was hiring. Furthermore, he advised that there were commitments from the opposition parties stating that they would try to fix the damage done to this organization by the current government. T. Friday reported that in the western region there were eleven new hires of grain inspectors and they were receiving good training modules. She added that the employer was spending money on the training of these new inspectors. She reported that there was a new Eastern Manager of Operations. Furthermore, she added that the Commissioner had a meeting last week with supervisors and advised them that they would be around for the next 20 years.

As for the Quebec region, B. Kingston reported that he was at the Quebec Regional Seminar last weekend and apparently there hasn't been any hiring of francophones in that region. T. Friday said that she would be bringing it up at the next UMCC.

AAFC

F. Murphy reported that at the HRUCC we were advised of the creation of a new position of Director of Workplace Relations staffed by Joseph Silva and that this new position would be assigned the OSH portfolio. He also stated that Roxanne Savage was Ceci O'Flaherty's replacement as Director Labour Relations.

On Pay Increments, F. Murphy reported that there was discussion on pay increments at the last NUMCC. He was told that the employee could have their pay increments denied for poor performance. He advised Council that this challenged this and communicated with the PSAC Grievance & Adjudication section. Furthermore, the PSAC advised us that there was already a policy grievance and that we were covered under that policy grievance.

On performance management, P. St-Georges added that the vast majority of members would not be able to receive a grade of "surpass" under the TBS performance review salary scale. B. Kingston suggested that this should be brought up at the regional meetings. M. Dyck added that the biggest concern was that the scale was very rigid. He explained that this year was the roll out and we would see how this item was unfolding.

On Work Force Adjustment (WFA), M. Dyck reported that there was still one committee that was ongoing. After this summer, all Manitoba pastures would be closed and ten pastures in Saskatchewan would be closing shortly thereafter.

As for staffing, F. Murphy stated that staffing was brought up at the recent regional seminars. It appeared that there were major delays and use of casual and terms. F. Murphy reported that a staffing report was to be expected in June. It seemed that most of the delays were being blamed on a three-week backlog at the PSC. He suggested that the Council members send him the details on the use of casuals and if they hire and re-hire. T. Friday and R. Olynyk stated the numbers could be skewed due to the letting go of casual then rehiring. M. Dyck reported that there was still a freeze on terms and that it was brought up at the NUMCC and we would have to keep bringing it up.

Meeting Preparation Time - M. Beaudet reported that they were maintaining one meeting per year but the employer was not allowing for preparation time for their meeting. B. Kingston responded that she should advise the employer that if they don't allow preparation time before the meetings, the meetings would last longer because you would have to recess more often to get your responses together.

CFIA

R. Olynyk informed Council that B. Kingston and Maryann Hladunn, REVP Prairies, held a Press Conference on March 31st in Edmonton about the lack of inspectors and how CFIA was cutting back inspection staff by cuts enacted by the federal government on January 5th. He added that the general sanitation inspection activities were cut by 50% and pre-operation inspections were cut by 30% while maintaining the inspectors' presence in plants that export to the US. He added that CFIA's official response was that the union was making this up and it was still inspection as usual. The only reason the US was getting more inspection was because there was a duplication of inspection (our inspectors were inspecting it and the US was inspecting it). B. Kingston stated that he had raised the issue with Dr. Archibald and suggested that members also have it tabled at all the UMCCs.

R. Cormier reported that there were CFIA NOSH and OPS meetings last week and that Dr. Archibald and Steven Baker were absent. He added that they discussed safe food for Canada and Risk Assessment PowerPoint presentations were distributed. He added that there was some discussion about the Public Service Survey and CFIA wanted to meet with us to discuss. He also reported there was discussion about the overtime and mileage document. CFIA acknowledged there were problems with it and that we would be meeting the first week of May to discuss. Furthermore, he reported they discussed the fact that the collective agreement had not been printed and distributed to members who requested a copy.

Printing of Collective Agreements - M. O'Neil stated that members that were on DI, Maternity Leave or some kind of other leave had not received a printed copy of their collective agreement until much later, if at all, because it was only posted on the intranet. R. Cormier stated that the members requesting a paper copy of the document that did not receive it could file a bad faith bargaining complaint. B. Kristjansson reported that, after much discussion with the CFIA bargaining team, she had conversations with Kelvin Matiuk (CFIA Western Region) in regards to the requirement of the paper copies of the collective agreement. She stated that he was aware of the requirement.

Agency Transformation – R. Cormier commented that CFIA stated that the new transformation would be taking place in the fall of this year and they didn't know how they would get the people trained. B. Kingston commented that the CFIA introduced an inspection form that they were developing for all inspectors to use. His view was that these programs were specialized and that the forms could not be used for all inspectors.

M. Dyck reported that there were rumours that CFIA was getting rid of the EG-05 classification but work was still going forward. He suggested that if members were getting more work, they would have to file a classification grievance. E.

Butterfield stated that no one should be doing the work unless they are an EG-05.

Strike at Valley Junction – J. Carrier informed Council that a month ago, there was a strike at Valley Junction and that seven determinate employees' contracts were cut. He stated that these members had three or four years of continuous service when their contracts were cut and they were rehired two or three days later. He also informed Council that at the end of the strike the indeterminate employees returned to work and missed their pay increments. B. Kingston suggested that this should be discussed with the employer and/or raised at the next UMCC. He stated that grievances had been won in the past. He suggested that the grievance procedure be started depending on the employer's answer.

Day 2 - April 23, 2015

CFIA (Continued)

Compliance Verification System (CVS) – J. Carrier reported a reduction in staff in his region. He also stated that the inspectors were being asked to log down their task time and their travel time when they were going from one facility to another without any explanation. E. Butterfield stated that some tasks were going to be affected and the entire CVS program was affected not only one region in particular. R. Olynyk reported that inspection times vary for tasks from plant to plant and that possibly CFIA was creating a numbers generation on how quickly the inspectors could complete a task. J. Carrier reported that CFIA could base themselves on a time limit for a task, but didn't think about the problems that an inspector could encounter while completing a task adding additional time. B. Kingston advised that we were not formally informed about this change. He added that Tom Graham, CFIA National Inspection Manager, had reported that it was implemented 100% but that was not what we were hearing in the field. B. Kingston will try to set-up a meeting to challenge the situation.

Disability Insurance and WSIB Concerns – B. Kingston advised that there would be a presentation on Disability and WSIB at the next CFIA NOSH meeting on May 7th. He informed Council that this was a matter that affected everybody. He explained that members that are on disability insurance and WSIB were getting notices that they were fine to return to work. The members notify the employer and they receive a cut-off date from the Sunlife or Worker's Compensation; then the employer states that they wanted a medical evaluation and the members were left with a gap in their salary. He advised Council that we needed to get the message out that those original dates from Sunlife or Workers compensation must be challenged and they were not cast in stone. The members must go back to the insurance company and explain that they require a medical note. The cut-off date can be changed. He also added that it was standard for Sunlife and WSIB to deny a claim at first and that the members could appeal the decision.

Furthermore, S. Rochon added that after two years most of our members return to work. Sunlife works on a return to work plan with the member without the doctor's approval. She stated that our members need to know that when they are dealing with long term disability or WSIB that they need to get us involved. She explained that another problem that we have encountered was that members were going on disability and should have been going on workers' compensation. She advised that the earlier we get involved in the files, the better we can help the members. She added that some doctors do not understand the system and she explained that we need to get the locals more involved in this process and make them aware that we can help guide them through the process.

In addition, S. Rochon advised that the PSAC had training on duty to accommodate and workers compensation. She suggested that Council members participate on the PSAC Education Committee to have a voice on what courses would be given.

B. Kingston suggested that we invite James Infantino (PSAC) to give a presentation at one of our Council meetings since he is the most knowledgeable on disability insurance. F. Murphy added that the H&S information could be found on the Agriculture website under the Key Info document. Furthermore, S. Rochon stated that the PSAC Website had information and M. Dyck would also be adding information in the Agriculture H&S Newsletter.

Delays with Severance Payments (CFIA) – M. O'Neil reported that severance pay for some members that left with DRAP were not adjusted. She stated that members were told to fill out a Pay Action Request (PAR) form that was only available on the intranet. It seems that at the Miramichi Pay Center they were having trouble figuring out that CFIA is a different employer. She added that Local 70075 had suggested that everyone with a pay issue should file a grievance. M. O'Neil also said that the letter was ambiguous, that a member may have thought that they hadn't received the letter, but they had. She also suggested that members verify the calculations as some were incorrect. She added that the employer had to inform members of their severance pay in a timely fashion. If this wasn't done, it could be grieved as it is part of the collective agreement.

B. Kingston advised Council that this was addressed at the last NUMCC and CFIA informed him that the problem was with the employer, not Miramichi. He added that if it was the employer's fault they would correct it and extend the dates. He suggested that the members contact their Local and if there were delays with severance or adjustment, he would address the issue again with CFIA.

DND

F. Murphy reported that we continue to meet regularly with this employer and that things were going reasonably well. He attended a regional management meeting for the language teachers from Asticou and St-Jean in regards to Duty to Accommodate. He stated that the issue was ongoing. He reported that DND was reviewing their violence in the workplace policy through their policy committee. There will be a meeting on May 7th on that policy and B. Kingston was working on the return to work policy. B. Kingston added that the next NUMCC was scheduled for June where he would be meeting the new Deputy Minister. He advised that they rotate a new Colonel as the Policy Committee Chair every few years. He reported some talk about doing more distance learning and that some of the members were dealing with students online but there wasn't any talk about cutting positions. He added that our members were in a stable environment at the present time.

B. Kingston reported that there were some concerns that came up in regards to one of their Labour Relations Officer that was being very aggressive with us. We advised the employer that we wouldn't have any dealings with this individual.

P. St.-Georges stated that they were not allowing any union activities on the work premises during work time and that the employer wanted to be notified of any activity or function. B. Kingston responded that it would be added as an agenda item at the June NUMCC.

CSPS

F. Murphy reported that they were going through a transformation. They were moving towards online training instead of in-class training and courses on retirement planning would be left to the individual departments. F. Murphy added that they were consulting with us, they were training their employees and they weren't anticipating a reduction in staff. Furthermore, he stated that a meeting was set-up with the employer in early May to go over the Public Service Survey. B. Kingston reported that the school would stabilize as they have a more formal arrangement with the departments.

As for Work Force Adjustment, F. Murphy reported that this was almost completed and that there were only a couple left on the books, but they would be looked after. He added that no one actually lost their positions, they either retired or volunteered to leave.

PSC

B. Kingston reported that we had a good relationship with this employer and that issues were being dealt with very quickly at the national level. He stated that they had now stabilized and that they have four offices - Vancouver, Montreal,

Ottawa, Halifax - with their own specialty. He suggested that RVPs contact these members to make sure the union meetings were happening.

P. St-Georges reported that there were issues in Ottawa/Gatineau area as they tried to schedule a LMCC but no one attended. He also advised that the employer had more representatives than the union on the Health and Safety Committee. B. Kingston responded that there was a national OSH meeting on May 5th and that these problems would be brought up and fixed quickly. F. Murphy added that the NUMCC was scheduled for June 9th and there would be some discussion for the creation of a LUMCC for the Ottawa/Gatineau area.

10. Agriculture Union Social Justice Fund

F. Murphy reported that there were four applications made since the last Council meeting in November 2014. The Committee approved the following organizations:

Lettres on main (trade unions and democracy publications in Columbia) in the amount of \$7,000;

Easter Donation of beef to PEI Food Banks in the amount of \$1,800;

Central Alberta Women's Emergency Shelter in the amount of \$2,015;

Education in Action – PSAC Social Justice Fund – in the amount of \$200 as Sister Kristy Munns was selected to go to Guatamala.

He advised that all the funded projects were listed on the website under Social Justice Fund. He reported that the Committee had also received three more applications that would be reviewed after the Council meetings.

11. Collective Bargaining Update

See later in report

12. Standing Committee Reports

See later in report

13. Agriculture Union Convention 2017

Prior to Council, an email was sent out to the RVPs and locals to find out the interest of hosting the next convention. At Council, D. Babuin put forward Agassi, BC and D. Bouchard suggested Moncton, NB. Furthermore, B. Kingston suggested that there could be interest in hosting it in Ottawa since it would be Canada's 150th Birthday. B. Kingston advised that a conference call would be set-up at the beginning of June or the very near future to deal with the location of the next convention.

14. Political Action

F. Murphy reported on this item as he sits on the PSAC Political Action Committee. He informed Council that the PSAC had a plan and that the first order of business at the PSAC Convention would be political action. He added that there would be a PSAC National leadership tour of Canada and they would be talking to the members.

There was a lengthy discussion by the Council members about the sick leave being taken away and the members concerns (i.e. financial loss if a member gets sick, what happens to the banked sick leave). F. Murphy advised that the PSAC would be challenging the sick leave legally as TBS weren't bargaining, they were just taking it away. M. Dyck advised that we would have to be prepared to fight to hold on to our sick leave as Canada Post had set a precedence. He added that we would have to get our locals and members on board. He stated that PSAC had prepared a video on sick leave with Lethbridge members and it would be coming out soon. T. Friday reported that political action was discussed at the regional seminar and that hopefully, the Local Executives would be bringing that back to their members. S. Leonard asked if PSAC was doing enough. She stated that the 19th of every month was good, but more was needed. B. Kingston commented that PSAC must become more visible externally. He reported that our union had been trying to generate some media and we would have to help and get PSAC geared up and get this going. J. Carrier suggested that Agriculture Union members do video clips on what PSAC members do in order to inform the public. F. Murphy stated that video clips are expensive and take time to create. He added that the PSAC had been helping financially with the CLC advertising. Furthermore, he stated that as a union, we needed to be rebutting every single piece of information that was going out against the public service and that the PSAC was delivering a webinar on how to become politically active.

Point of Order

R. Olynyk requested to have "Mandatory Participation at Regional Seminars" added as an agenda item under item #17 – Other Business. B. Kingston referred the item to the Bylaws and Regulations Committee for recommendation.

Day 3 - April 24, 2015 - Standing Committee Meetings

Day 4 - April 25, 2015

12. Standing Committee Reports (continued)

Finance Committee

Teri Friday read the report to the Council.

M/S/C – F. Murphy/T. Friday to adopt the report as a whole
• **Recorded Vote #2 – carried unanimously**

Robyn Benson, PSAC National President, joined the Council meeting and presented Milton Dyck with his 10 year PSAC Service Award.

Bylaws & Education Committee Report

Randy Olynyk read the report to the Council.

A/M/S F. Murphy/T. Friday to amend Regulation 4 – Regional Seminars – Sub Section 4 as follows:

Regulation 4 – Regional Seminars
Sub Section

4. The RVPs invite all locals in their respective regions to their Regional Seminar. All locals are expected to participate in their respective Regional Seminars.

There was a lengthy discussion on this amended motion. The Locals were already fully expected to participate in the regional seminars and if they did not attend, they were in violation of the PSAC Constitution. In order to properly represent the members, the locals must participate. Furthermore, these regional seminars give the Locals the opportunity to come together and discuss regional and national issues. It was noted that these functions were related to the PSAC National Convention. T. Friday expressed concern that some locals may not have the funds to attend the regional seminars. B. Kingston stated that the Locals should be budgeting for these expenses and the RVPs' budgets allow for funding the Locals should they require assistance. This regulation also offers support for the RVPs trying to get locals involved in their local seminars.

M/S/C T. Friday/E. Butterfield to call the Question
- by show of hands– unanimously

On the Amended Motion – Carried – show of hands

Voting at Regional Seminars

There was discussion on voting at regional seminars versus the triennial convention. The committee was looking for direction for a standard on voting at the regional seminars.

M/S/D F. Murphy/T. Friday to refer back to the committee to add the following motion to their report:

“that each regional seminar shall select a fair voting process at regional seminar, where no other process is determined”.
- by show of hands

Rationale: Most regional seminars have a process in place. There are certain times that we are required to implement a process where not everyone needs to vote. Process is already described by the AGR bylaws for representation of members (Bylaw 11, Section 11 & 14)

M/S/C R. Cormier/R. Olynyk on the report as a whole.

- **Recorded Vote #3**

Collective Bargaining and OHS Committee

Richard Hilson and Pat St-Georges read out the report to the Council.

E. Butterfield advised that OSH Representatives were required to send the minutes of their OSH committees to their RVP.

B. Kristjansson informed Council members that there was some discussion about video-conferencing for OSH meetings. She stated that you do not have to agree to video-conferencing for the meetings as CFIA’s own governance states that the meetings are to be face to face.

M/S/C M. Dyck/M. Beaudet on the report as a whole

- **Recorded Vote #4 – unanimous**

General and HR Committee

Marlene O’Neil read the report to the Council.

The Chair advised that there wouldn’t be a Council in the fall as the Council meets once a year. B. Kristjansson stated that it would be addressed at the Council conference calls instead.

M/S/C B. Kristjansson/M. O’Neil on the report as a whole

- **Recorded Vote #5 – carried – unanimous**

M/S/C T. Friday /R. Olynyk that the Council reconvene at 2:30 p.m.
– by show of hands

Rationale: This would allow Council members sufficient time to eat lunch and register for the PSAC Convention.

15. Life Membership for Raphael Tarasco and Denis Sicard

B. Kingston advised Council that there were special guests in the meeting room. He introduced Jean Cloutier, Yves Ducharme (Past AGR National President & AGR Member), Denis Sicard, Raphael Tarasco and Pierre Drolet. A round table ensued.

The chair noted that in April 2015, the Council had a vote by email and unanimously approved the life memberships for Raphael Tarasco and Denis Sicard. Brothers Sicard and Tarasco were both presented with their AGR Life Membership. They thanked the Council members for awarding them with life memberships.

16. Next Council Meeting

B. Kingston advised that the next face to face Council meeting would be scheduled for the end of May or beginning of June 2016. L. Budge will be sending out an email with the proposed dates. Furthermore, B. Kingston stated that conference calls would be done on a regular basis and would be scheduled loosely. T. Friday requested to schedule the conference calls one month in advance in order to give the members some time to change their work schedule (if required).

The Council remained in session until the end of PSAC Convention, May 1, 2015.

Minutes respectfully submitted by Nathalie Cale, Recording Secretary.

Recorded Votes/Votes Consignés

	1	2	3	4	5	6
1 Babuin, Dean	1	1	1	1	1	1
2 Beaudet, Mariette	1	1	1	1	1	3
3 Bouchard, Don	1	1	1	1	1	1
4 Butterfield, Eryn	1	1	1	1	1	1
5 Carrier, Jacquelin	1	1	1	1	1	1
6 Cormier, Rick	1	1	1	1	1	1
7 Dyck, Milton	1	1	1	1	1	1
8 Friday, Teri	1	1	1	1	1	1
9 Hilson, Richard	1	1	1	1	1	1
10 Hunt, Sherry	1	1	1	1	1	1
11 Kristjansson, Barb	1	1	1	1	1	1
12 Leonard, Sarah	1	1	1	1	1	1
13 Murphy, Fabian	1	1	4	4	4	1
14 Olynyk, Randy	1	1	1	1	1	1
15 O'Neil, Marlene	1	1	2	1	1	1
16 St-Georges, Pat	1	1	1	1	1	1
17 Zoller, Karen	1	1	1	1	1	1
18 Kingston, Bob	1	1	4	4	4	1

1=yes/pour 2=no/non 3=abstain/abstention 4=absent